

WAFF
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

[illegible]

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A&M University Delikua Winton Delikua.winton@aamu.edu	N	
2	Calhoun Community College Career Services PO Box 2216 Decatur, AL 35606 calhoun.edu/studentservices	N	
3	North Alabama Skill Center 2535 Sparkman Drive NW Huntsville, AL 35801 Human Resources	N	
4	Christian Women’s Job Corp. Elaine Dickson 600 Governors Drive SW Huntsville, AL 35801	N	
5	AL Career Center 2535 Sparkman Drive NW Huntsville, AL 35801	N	
6	Oakwood University Dwyane Cheddar 7000 Adventist Blvd NW Huntsville, AL 35896 dcheddar@oakwood.edu	N	
7	NAACP Human Resources PO Box 3237 Huntsville, AL 35810	N	
8	University of Alabama Kellee Crawford Handshake.com	N	1
9	NEACC Bryon Miller 138 AL Hwy 35 Rainsville, AL 35986 millerb@nacc.edu	N	
10	JSU Carlos Acosta cacosta@jsu.edu	N	
11	WAFF HR Coordinator 1414 North Memorial Parkway Huntsville, AL 35801 waff.com	N	3
12	Linkedin 2029 Stierlin CT Mountain CA linkedin.com	N	2
13	TV Jobs Mark Holloway jobs@tvjobs.com	N	
14	Huntsville Times/AL Media Group Dana Harper dharper@al.com	N	
15	602 Communications Sandy Lizik slizik@602communications.com	N	
16	Spots N Dots Emily McKay ads@spotsndots.com	N	
17	Media Recruiter	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Medialine Rich Everitt 1209 Wood Valley Road Augusta, CA 30909 jobs@medialinetalent.com	N	
19	Employee Referral	N	13
20	ABA http://al-ba.com/wp2/	N	
21	Facebook Roberta Wilbanks facebook.com	N	
22	Gray TV jobs@gray.tv	N	28
23	Other-Career, Monster, Handshake, ARK, Glassdoor, MyFoxAL, Google	N	
24	Indeed.com (all jobs posted to Gray TV are automatically posted to Indeed.com)	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			52

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative	Brief Description Of Activity
1	Outreach to promote our job opportunity notification list.	December 1, 2020-November 30, 2021-Promos run at various times throughout the year encouraging organizations to become part of our job opportunity mailing list. Attendees: Creative Services Director GM
2	Read Across America	3/2-3/9-One of our Anchors and Meteorologist's visited 5 different schools, 3 in person and 2 virtually and read to students to celebrate Read Across America. She the following schools: Ridgecrest Elementary School-Virtual-3/2/21 Lakewood Elementary-Virtual-3/2/21 Lindsey Lane Christian Academy-In Person-3/9/2021 Lakewood Elementary School-In Person-3/4/2021 La Petite Academy Pre-School Class-In Person-3/5/2021
3	FCC EEO Obligations Webinar	3/24/2021-FCC EEO Obligations Webinar hosted by Wilkinson, Barker and Knauer. -Discussed obligations and responsibilities regarding job postings and hiring practices. Attendees: Office Manager News Director
4	ABA Virtual Fair	4/4-4/9/2021- Attended a Virtual Job Fair hosted by the ABA. We had 1 job opening for a Photographer/Editor. Attendees: Office Manager News Director
5	JSU Virtual Fair	5/5/2021-Participated in a Virtual Job Fair hosted by

		JSU. We had 2 job openings we were recruiting for. Photographer/Editor Technical Media Producer Attendees: Office Manager News Director TMP Supervisor
6	Calhoun Community College Job Fair	10/14/2021-Participated in the Job Fair hosted by Calhoun Community College-We were recruiting for Marketing Producer Sales Assistant Account Executive Executive Producer Morning and Evening Weekend Anchor Digital News Reporter Investigative Reporter Attendees: Office Manager GSM
7	Adaway Diversity and Inclusion training	May 11th-June 10th Attendees: GSM Creative Services Director